

2017

Self-affirmation: The Antidote for Lateral Violence in Nursing

Amanda Millan

University of Rhode Island, amanda_millan54@my.uri.edu

Follow this and additional works at: <http://digitalcommons.uri.edu/srhonorsprog>



Part of the [Nursing Commons](#)

Recommended Citation

Millan, Amanda, "Self-affirmation: The Antidote for Lateral Violence in Nursing" (2017). *Senior Honors Projects*. Paper 563.
<http://digitalcommons.uri.edu/srhonorsprog/563><http://digitalcommons.uri.edu/srhonorsprog/563>

This Article is brought to you for free and open access by the Honors Program at the University of Rhode Island at DigitalCommons@URI. It has been accepted for inclusion in Senior Honors Projects by an authorized administrator of DigitalCommons@URI. For more information, please contact digitalcommons@etal.uri.edu.

Self-affirmation: The antidote for lateral violence in nursing

Amanda Millan, Nursing

Introduction

Lateral violence or workplace bullying occurs when overt or covert acts of aggression are carried out between colleagues. It is usually perpetrated by someone of higher authority. It is discouraging to discover that nursing, such an esteemed and trusted profession, is plagued by the issue of lateral violence. This worldwide phenomenon not only affects nurses but also the patients in their care. Some of the negative consequences of nurse-to-nurse bullying include increased stress and subsequent health issues, low staff morale, increased absenteeism, and low quality of patient care. The literature shows that the practice of self-affirmation serves as the foundation for decreasing the incidence of lateral violence. Some potential solutions to this issue include implementing zero tolerance policies, interrupting the violence as it is occurring, and encouraging dialogue.

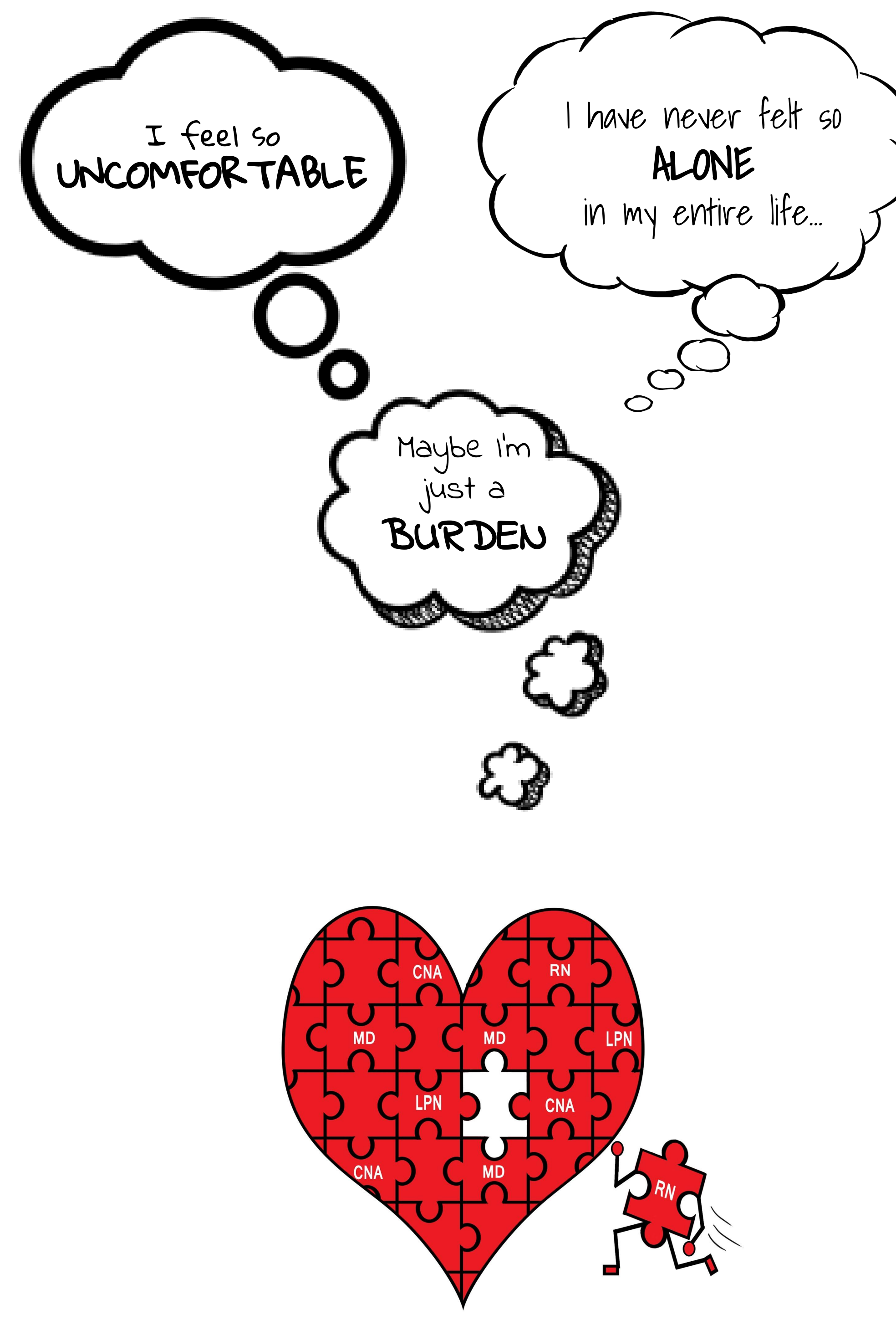
Objectives

To discover three main themes that encompass the feelings of victims of lateral violence.

To explore and share the ways in which self-affirmation helps nursing students and new graduate nurses boost their confidence in the workplace.

Findings

While conducting my literature review, three main themes that encompass the feelings of victims were discovered:



Above: Poster idea designed by nursing student Amanda Millan and created by artist Dylan O'Reilly

Discussion

How can we be part of the solution?

All nurses can:

- Give praise to student and novice nurses when it is due
- Assist new nurses with sharpening assessment and critical thinking skills
- Give constructive criticism
- Address uncomfortable situations in the moment rather than delay the conversation
- Become leaders for change
- Practice self-affirmation!

Realizing one's worthiness and ability can propel ALL nurses to engage in the necessary dialogue to promote a culture of change and acceptance within the nursing profession!



References

Griffin, M. E., Bartholomew, K., & Robins, A. (2016). *The dauntless nurse: Communication confidence builder*.
Purpora, C. & Blegen, M. A. (2015). Job satisfaction and horizontal violence in hospital staff registered nurses: the mediating role of peer relationships. *Journal of Clinical Nursing*, 24, 2286-2294.

Acknowledgements
Mary Cloud, Nursing

THE
UNIVERSITY
OF RHODE ISLAND
COLLEGE OF
NURSING